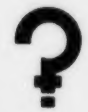
Implementation Report



what has happened to the ninety-five recommendations, contained in The Nova Scotia Task Force Report on the Status of Women in 1976

Nova Scotia Advisory Council Status of Women

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Advisory Council on The Status of Women

Recommendation	Current Status (1983)	Current Status (1984)
Work Inside The Home		
1 that the provincial and federal governments initiate study into the best way of including the work of homemakers in the economy, and that they devise appropriate ways of ensuring that the homemaker's work is financially recompensed.	1 that the provincial and federal governments initiate study into the best way of including the work of homemakers in the economy, and that they devise apropriate ways of ensuring that the homemaker's work is financially recompensed.	1 No Change.
2 that the provincial and federal governments give their urgent attention to the matter of providing coverage for homemakers under the Canada Pension Plan, by embarking on an in-depth study (with participation from Nova Scotia women) with recommendations for a solution which will extend equitably to all full-time homemakers.	2	2
	(a) Splitting of pension credits after three years marriage. No Change. Present policy.	(a) No Change.
	(b) Voluntary contributions for homemakers. No Change. Still not permitted.	(b) No Change.
	(c) Accrual of pension credits for period devoted to take care of children in home. Presently agreed to by all provinces except Ontario.	(c) Ontario has given approval; measure is retroactive to 1977.
	(d) Effective January 1, 1980 wages paid by farmer or small businessman to spouse would be considered employment earnings and, therefore, eligible for CPP contributions.	(d) No Change.
3 that the provincial government urge the federal government to amend the *Income Tax Act* to provide that income paid by a farmer to his spouse may be tax deductible.	3 Effective January 1, 1980 income paid by farmer or small businessman to spouse would be tax deductible and considered as employment earnings of the spouse.	3 No Change.
4 that the provincial government, through Department of Education curriculum and materials and through the media, actively promote the idea that household and child care responsibilities should be shared jointly by the employed husband and wife.	4 Department of Education now has evaluation procedure screening for sexual bias and stereotyping in materials used in school curriculum. Teacher training programs and consultants attempt to eliminate bias and stereotyping from the curriculum-varying degrees of receptivity.	4 No Change.
5 that the provincial government enact legislation providing that both husband and wife are deemed co-owners of all real and personal property acquired after the date of the marriage, with husband and wife having joint control over these assets.	5 Matrimonial Property Act, S.N.S. 1980. c.9, proclaimed July 2, 1980, in force October 1, 1980. During marriage real and personal property is owned separately. On marriage breakdown, or death, property acquired before or during marriage, except gifts, inheritances, business assets, etc., becomes "matrimonial assets" subject to equal sharing unless a marriage contract or separation agreement declares otherwise. Court may order unequal division or inclusion of other assets, e.g. business assets, if it would be unfair or unconscionable not to.	5 No Change.

6 that the provincial government enact immediate legislation providing that both spouses are presumed to be joint owners of the family home, unless a contrary intention appears or unusual circumstances exist.	6 Matrimonial Property Act — Both husband and wife are entitled to possession of matrimonial home which cannot be sold or encumbered without consent of both, and if one has a right of redemption, e.g. to pay off a mortgage, then both have that right.	6 No Change.
7 that the *Dower Act* and the *Dower Procedure Act* be repealed, on implementation of the presumed ownership of the family home.	7 Matrimonial Property Act — Dower Act and Dower Procedure Act are repealed, common law dower and courtesy are abolished, except where a husband has died before Act comes into force October 1, 1980 that dower right survives.	7 No Change.
Work Outside The Home	Work Outside The Home	
8 that private employers and the provincial Civil Service Commission take active steps to ensure that work is a humane and enriching experience, by	8	8
(a) making part-time work, with pro-rated fringe benefits, available to both men and women;	(a) Report completed and periodically updated — no action.	(a) A committee has been formed (Jan. 1984), on the initiative of the Civil Service Commission to review and make recommendations on formally providing for continuous part-time employment under the authority of the Civil Service Act.
(b) adopting flexible working hours, where appropriate to the normal business operations;	(b) Government permits any department, or a unit within a department, to develop flex-time arrangements. Little change in numbers using flex-time.	(b) No Change.
(c) encouraging part-time occupational experience for young people in different areas of work, to help them make appropriate career choices;	(c) Civil Service Commission co-operates with work-experience programs initiated by schools, Halifax Board of Trade, some universities, organizations for the disabled, Department of Social Services.	(c) No Change.
(d) providing attractive child care facilities for the children of employees, at the job site;	(d) No Action.	(d) No Change.
(e) encouraging part-time, consulting or honorary (i.e. on an emeritus basis) work for people beyond the usual retirement age; and	(e) Civil Service Commission has increased number of extensions beyond retirement age.	(e) Formal extensions beyond age 65 (mandatory civil service retirement age) are discouraged; however, on occasion departments make arrangements (more frequently with senior and specialist personnel) to retain such employees on a consulting, honourary or part-time basis.
(f) providing facilities for rest and recreation at the work site for both men and women.	(f) No Concerted Action.	(f) No Change.

9 that the provincial government set an example for the rest of the economy in making it a policy to appoint women to provincial boards and commissions, to top civil service posts, and to positions of authority, at least in proportion to the number of women in the paid labour force.	9 The Commission is not responsible for appointments to Boards & Commissions nor for the appointment of Deputy Ministers. Women occupy 55% of civil service positions & 24% of management positions. The average income of women and men in the civil service compared to the Canadian economy was as follows in 1980: **1980 Canadian Economy** Average income of women $ 6,242 Average income of men $16,747 **1980 Nova Scotia Civil Service** Average income of women $13,987 Average income of men $20,608	9 The Commission is not responsible for appointments to Boards and Commissions nor for the appointment of Deputy Ministers. Women occupy 55% of civil service positions and 24% of management positions. Women represent 13% of employees with salaries of $40,000 or more.
10 that the Nova Scotia Civil Service Commission immediately ensure, in all government departments and agencies, improvement in the conditions of clerical workers, by	10	10
(a) abolishing the system of 'rug-ranking' for secretarial employees, and establishing in its place a job evaluation program emphasizing the employee's duties, skills and experience;	(a) Implemented. On-going process.	(a) No Change.
(b) establishing job descriptions for non-professional employees, especially clerical and secretarial employees, so they will know what their functions should be, and be afforded a pay increase or reclassification if they take on added duties; and	(b) Implemented. Re-assessment mechanism available and active.	(b) All clerical and all other bargaining unit positions are currently being reviewed, pursuant to terms of February 1983 collective agreement with Nova Scotia Government Employees Union. Part of this process is the completion of up-to-date job descriptions for classification determination purposes. This project will be completed by February 1985 and employees dissatisfied with their classifications will have access to a formal classification appeal procedure.
(c) recognizing secretarial and clerical experience as being relevant in filling senior, non-professional administrative positions.	(c) Implemented "where such experience is relevant".	(c) No Change.
11 that the Nova Scotia Civil Service Commission and Canada Manpower expand and improve their counselling and training programs by	11 Of 5 staffing officers, 2 are female. Of 2 Affirmative Action Officers, 1 is female. Our Employment Services Officer is female.	11 No Change.
(a) providing adequate counselling services by both male and female counsellors, to all employees, but especially to clerical and secretarial workers, who wish to move out of their current fields;	Briefing sessions for clerical employees has continued to be part of our training program. Personnel employment counselling is available to all employees through the professional staff of the Staffing Division.	

(b) requiring all counsellors and personnel officers to undergo training to educate them on the problems and needs of working women, and to attempt to remove unconscious sexist attitudes which they might hold;	Employment opportunity and mobility as well as the Employer's capability to offer formal training and development programs has generally been lessened due to the economic climate in recent years. Competition for any given vacancy is fierce and dollars for training are hard to find. This squeeze is likely to continue to be a reality for all career and advancement minded employees in the next several years.	
(c) actively informing women of opportunities in non-traditional lines of work, and encouraging women and men to take training and to apply for jobs in these fields;	(c) Women's Employment Co-ordinator, Canada Employment and Immigration. Beginning summer 1980 Federal government will reimburse employers 75% cost of wages of women training in non-traditional jobs through Training Women in Non-traditional Occupations Program.	(c) No Change.
(d) encouraging women re-entering the labour force after several years at home to take upgrading courses or to learn new skills so that they can find appropriate employment more easily;	(d) Eight week Career Exploration for women courses in Halifax, Dartmouth, New Glasgow, Church Point, Kentville, Port Hawkesbury, Amherst, Sydney. Also funds evening courses of same name offered by Adult Education, Department of Education.	(d) Eight week Career Exploration, in various locations, depending upon the need for such training.
(e) considering work at home as well as volunteer work as 'work experience' on all application forms; and	(e) Implemented.	(e) No Change.
(f) ensuring that training programs and all conditions of such programs (such as training allowances) are equally available to men and women.	(f) Implemented Civil Service Commission. Awareness of upcoming courses may be a problem within departments, Civil Service Commission does advertise.	(f) No Change.
12 that the provincial government act positively in bringing the salaries of women up to those of men, by implementing through legislation the concept of equal pay for work of equal value.	12 No Change.	12 No Change.
13 that every employer who directly or indirectly receives government monies, as well as the government and its agencies, be under an obligation to file an 'affirmative action plan' with the Department of Labour. The plan would require that the employer	13 No Action. Any employer can file a voluntary affirmative action plan with Nova Scotia Human Rights Commission and receive assistance to set it up. Sixteen employers, including Civil Service Commission, have filed such plans.	13 The Department of Labour and Manpower does not have the authority to require employers to file affirmative action plans.
(a) analyze the jobs in which women are not utilized to their full potential;		
(b) set numerical goals (*not* quotas) for the employment of women;		

(c) set a specific timetable for increasing the utilization of women; and		
(d) describe in detail the methods to be used in complying with the plan.		
14 that Regulation 2(1) under the *Labour Standards Code*, exempting domestic servants from the application of the Act, be repealed, and that measures be taken by the Department of Labour to devise the best method of ensuring that domestics receive the benefits to which they are entitled.	14 No Change.	14 Domestics employed in private homes and paid directly by the resident of that home are not covered by the Labour Standards Code.
15 that part-time workers be covered by the provision of the *Labour Standards Code*, and that conditions of employment such as pay and fringe benefits be provided on a mandatory, pro rata basis.	15 That part-time workers be covered by the provision of the Labour Standards Code, and that conditions of employment such as pay and fringe benefits be provided on a mandatory, pro rata basis.	15 No Change.
16 that the provincial Department of Labour take an active role in enforcing the provisions of the *Labour Standards Code*, by	16 That the Provincial Department of Labour take an active role in enforcing the provisions of the Labour Standards code, by:	16
(a) ensuring not only that there is reasonably equal proportion of male and female departmental officers, but that these employees receive appropriate training to make them aware of and sensitive to the problems and issues facing working women; and	(a) ensuring not only that there is reasonably equal proportion of male and female departmental officers, but that these employees receive appropriate training to make them aware of and sensitive to the problems and issues facing working women; and	(a) The Nova Scotia Civil Service Commission has an affirmative action program. This program is one that has been put in place by the Province as an employer for the benefit of its employees or potential employees.
(b) by making investigations and enquiries, on its own initiative, into any area covered by the legislation, and where non-compliance is discovered, by treating it in the same way as any violation of the Code.	(b) by making investigations and enquiries, in its own initiative, into any area covered by the legislation and where non-compliance is discovered by treating it in the same way as any violation of the Code.	(b) Chapter 10, Labour Standards Code, S.N.S. 1972, Section 19(2) authorizes investigations and inquiries on the initiative of the Director or a person designated by him. This provision has been in the Code since it was enacted.
17 that the *Human Rights Act* be amended so that	17	17
(a) discrimination based on marital status in employment is illegal;	(a) Implemented — Statute Law Amendment Act, 1977, c. 18.	(a) No Change.
(b) the term 'conditions of employment' in s. 11 A(1) (d) of the Act be defined to include employee fringe benefit plans, and further that regulations be passed stating that the use of actuarial tables which take into account the differences between men and women are illegal, and that the level of benefit or the cost of premiums should not vary because of the sex or marital status of the employee;	(b) No Action.	(b) No Change.

(c) the Human Rights Commission must publicize all the decisions of boards of inquiry, so that employers and employees, as well as the general public, will be made aware of what is, and is not, discriminatory behaviour;	(c) Nova Scotia Human Rights Commission puts out news releases on appointments of all boards of inquiry, and their decisions.	(c) No Change.
(d) where the conciliation process has gone on for at least 3 months and the case has not been settled, or where the complainant feels that it would be unwise or unnecessary to attempt to conciliate the issue, the complainant should have direct access to the Court, represented by her (his) own counsel, and assisted by legal aid, if she (he) qualifies; and	(d) Complainant at present has direct access to court plus legal aid if complainant qualifies. No action on time limit — viewed as regressive step.	(d) No Change.
(e) regulations define the term 'bona fide occupational qualification based on sex' contained in Section 11A(1) (d) of the Act.	(e) No Regulations. Onus is on the employer to show existance of bona fide occupational qualification based on sex — few are proven.	(e) No Change.
Children: Our Natural Resource	Children: Our Natural Resource	Children: Our Natural Resource
18 that	18 No action has been initiated by Social Services, which will not covet jurisdiction over child care but is not persuaded that there is merit, and believes there may even be demerit, in such relocation.	18 No Change.
(a) jurisdiction over child care services be transferred from the Department of Social Services to a separate division of the Department of Education; and		
(b) child care services be administered through the Department of Education with mandatory participation from the Departments of Social Services, Health and Recreation, as well as from concerned, involved parents.		(b) this item remains under the jurisdiction of the Department of Social Services.
19 that municipal units, under Section 3 of the *Day Care Services Act*, set up, organize, and operate child care centres sufficient to meet the needs of the particular area.	19 No municipalty operates a centre — some give rent-free space. Department of Social Services will reimburse municipalities for 50% of cost per child where municipality has spent over $8.00 to maximum of $8.30.	19 If a Municipality financially assists a Registered Day Care Facility, they may be eligible for a fund raising grant — if the actual cost of the Facility is above the base rate for that particular year. (see 31(c) fund raising grants.

20 that	20 the Department is planning to	20 This aspect of the service has now been in effect since February, 1983.
(a) the department having jurisdiction over child care services utilize development workers in all parts of the province; and	(a) have designated Social Service Workers in the district offices of the Department throughout the Province assist	
(b) development workers be given the responsibility to stimulate the development of high-quality child care centres and to assist parents and municipalities in setting up and organizing child care centres.	& (b) with the actual licensing of Day Care Centres by visiting the Centres and completing the assessment report. This will enable workers in the districts to become familiar with the requirements of the Day Care Act & Regulations and to facilitate the development of quality Day Care within their communities.	
21 that the provincial *Planning Act* be amended to provide that each municipal development plan shall include a statement of policy with respect to the provision of child care services to meet the needs of the community.	21 No action in this area has been undertaken in relation to the Provincial Planning Act.	21 No Action.
22 that, wherever possible, existing facilities, such as schools, church halls, senior citizens' residences, and apartment buildings, be used to house child care centres.	22 A number of such facilities have and are being utilized as Day Care facilities. In one instance, in Dartmouth, the Victoria Children's Centre is in a renovated area of Notting Park School.	22 No Change.
23 that the builders of new apartment buildings and housing projects of a certain size be under a legislative obligation to provide facilities to meet the child care needs of their tenants.	23 No action has been taken to legislate an obligation for builders or new apartment buildings to provide facilities to meet the child care needs of their tenants. However, there are two apartment buildings renting to low and middle income families that do have a Day Care facility on the premises. These are the Cowie Hill Child Care Centre in the Cowie Hill Highrise complex, and the Point Pleasant Child Care Centre in Ogilivie Towers in South End Halifax.	23 With the addition, in April 1983, of a Day Care Facility located in the Glenforest Apartment complex.
24 that the regulations under the *Day Care Services Act* be amended to provide for maximum parental and community participation and involvement in child care, by	24 No Action to legislate. Such involvement is encouraged but legislatively ordered.	24 No Action re legislation. HOWEVER:
(a) ensuring mandatory parental involvement at the government planning and policy level; and	(a) A potential vehicle for such improvement, the Provincial Day Care Advisory Committee was deactivated July 1979 when previous appointees' terms expired. A Task Force on Day Care Financing was struck in June 1979-reported in November 1979; recommendations adopted by the department. The Advisory Committee has not been re-activated.	(a) the Nova Scotia Child Care Council do meet twice yearly with senior Day Care staff and the Administrator of the Family and Children's Services Division re concerns and recommendations Day Care Services; and beginning February 23, 1984, the newly formed Child Care Advisory Committee of Nova Scotia will also be meeting with the Division. This group was formed following the Task Force Report on Day Care and is representative of the various groups in the province who are interested in Day Care Services;

(b) ensuring that parents whose children are enrolled in child care centres constitute the majority of members on any child care board, and that there be reasonably equal representation of men and women on these boards.	(b) Section 20(2) of the Day Care Act & Regulations provides for parental and community participation on Boards. — "The Board of Directors may include persons from the community, parents or guardians of children in the faciiity and staff. No single group shall constitute a majority of the Board." All of the Registered Day Care Centres — that is Centres which are operated by community Boards of Directors and in receipt of subsidy payments do, in fact, have parents on the Board of Directors. In addition, a number of Centres have Parents Committees which are responsible for planning activities for parents and staff, including fund-raising events which have the duel effect of enhancing the image of the Day Care Centre in the community, as well as raieing funds for the Centre. This Section of the Regulations does not ensure that parents constitute the majority of members on the Board.	(b) all Centres are encouraged to have parent committees; and these have a positive effect on the Centres, as well as the well-being of the children in attendance.
25 that the regulations under the *Day Care Services Act* be amended to provide for the highest quality of child care, by providing	25	25 The Department of Social Services will be
(a) that the staff/child ratio be improved, especially in the case of pre-school age children, from the present 1:7 to 1:4; and	(a) No Action. The ratio is 1:7 but the Minister may vary this if he is satisfied the children will not be adversely affected.	(a) developing standards for the care of infants in Day Care Facilities, to be completed November 1984, which will include a recommendation re a higher staff/child ratio for infants in Day Care.
(b) that staff diversity should be emphasized, so that the staff in any one centre will be representative of different age, sex, racial, and social groups, and where possible of different backgrounds in training and experience.	(b) The Boards of the Day Care facilities do have Personnel Committees; and they are responsible for developing personnel policies re hiring of staff. The Boards are interested in having a wide range of staff, including backgrounds, training and experience.	(b) No Change — A valid statement re Board interest and responsibility.
26 that the department having jurisdiction over child care services	26	26 This item is essentially the same with an extension to 26 (c).
(a) expand the child care worker training programs at the university, technical school, and vocational school levels;	(a) The Department of Social Services in conjunction with the Department of Education does provide joint funding for the Child Development Services Program, which is a part of the Nova Scotia Teachers' College. This program has three components: (1) a two year on-campus program (2) an extension program in twenty areas throughout the Province similar to the on-campus program. The extension program is coordinated by selected individuals in each of the twenty communities. Also during the winter	

months, all participants spend a day and a half at the Child Development Services Training Centre Froebel — located in Princeport, Colchester County.

(3) a two-week summer school which is attended by those individuals taking the extension program. This is also located at the Froebel Centre.

The Department of Social Services, in addition to assisting with the funding provides the consultation services of the senior staff of the Family & Children's Services Division with respect to program content for all facets of the Course.

Independent of these Departments, Mount Saint Vincent has a program, Saint Joseph's Children's Centre and Kentville Vocational School have courses. The programs vary greatly in length and content.

(b) ensure that child care worker training programs emphasize the importance of sensitivity, warmth, and empathy in dealing with children; and

(b) The Child Development Services Program curriculum emphasizes the quality of the relationship between the adult (Day Care Worker) and the young child, including the necessity for sensitivity and empathy in dealing with children.

(c) establish standards of training and experience for various levels of child care workers.

(c) Standards of training are reflected in the curriculum for the Child Development Services Program.

(c) The Task Force Report on Day Care recommended staffing standards for all licensed Day Care Facilities; and this recommendation was approved.

The recommendation is as follows:

It is recommended that the Director and $^1/_3$ of staff in each Day Care Centre of Day Nursery be required to have successfully completed a training program in Early Childhood Education or the equivalent within three years of implementation of the recommendation; and that the Director and $^2/_3$ of the staff in each Day Care Centre or Day Nursery have successfully completed a training program in Early Childhood Education or the equivalent within five years of implementation of the recommendation.

A draft is now being prepared of this recommendation, which will require an addition to the Day Care Act and Regulations.

27 that the provincial government incorporate into our child care system a network of licensed family child care homes affiliated with a child care centre, covered by reasonably flexible provincial regulations.	27 In September, 1980, the Department of Social Services in conjunction with a Committee in the Sackville community established the Sackville Family Day Care Pilot Project which was to operate for a period of one year and then be assessed by the Department regarding the effectiveness of the program. Day Care Services staff assisted the Coordinator of this program with the development of criteria for the selection of Day Care providers, admission to the program, and supervision of the child in the Family Day Care home. The Committee became incorporated under the Societies' Act as a Board of Directors in March, 1981. Following the assessment of the program in August, 1981, the program was found to be very effective and meeting a need in the Sackville Community for Day Care. The response from the providers was excellent and there were a sufficient number of families in the community who qualified for subsidized Day Care to warrant continuation of the Program. It was decided, therefore, that the program would continue and they received an allocation of sixty subsidized spaces.	27 Sackville Family Day Care has been a Registered Facility since 1982, operating in a manner similar to the other Registered Day Care Facilities, that is administered by a Community Board of Directors.
28 that parents whose children participate in family child care be eligible for provincial subsidies.	28 The sixty **subsidized** spaces for Sackville Family Day Care have been filled since this program began.	28 No Change.
29 that unions, government, universities, and other employers provide on-site child care facilities for the children of their employees.	29 Day Care Services will provide consultation to any employer who is interested in providing on-site Day Care for their employees. Currently, there is one employer, Northwood Manor, who has received a license to operate a Day Care facility for fifteen children.	29 No Change.
30 that child care centres, including affiliated family child care homes, offer support services to parents, staff, and children, by	30	30 No Change.
(a) sponsoring discussions, seminars, and workshops in effective parenting, open to all parents in the community;	(a) &	
(b) offering, to family child care workers and regular staff, orientation seminars and other group programs, where needed;	(b) Child Care Centres offer support services to parents, staff, and children. The majority of Registered Day Care facilities, and many of the privately-operated facilities do provide an opportunity for parents of the children to come together to enhance their child care skills in such areas as nutrition, early development of the young	

child, first aid, and school preparation either by having speakers come to the Centre or by general discussion between parents and staff.

(c) ensuring that all children in family child care homes or in a child care centre be afforded the opportunity for early diagnosis of physical, learning, or social disabilities; and

(c) The Day Care facilities are encouraged to ask for consultation from the community Health Nurse. The Day Care Act & Regulations require that children have an initial medical and all their immunizations up to date prior to admission. A yearly medical is also required.

(d) ensuring a variety of programs, such as nursery schools, after-school and part-time care and neighbourhood playgroups, to meet local needs.

31 that, as an interim measure, the government ensure that the fee structure for child care be made more responsive to the needs and means of the users, by

31

31 Correct with the following addition:

The Day Care per diem rate for Registered Centres has been reviewed annually since 1978. An update of the per diems are:

— Nov./82 — $10.25
— Nov./83 — $10.85

In addition, the Task Force Report on Day Care, 1983, recommended an increase in the level of funding for Day Care Facilities, effective April 1/84 by $1.25. This funding increase will be divided between an increase in the per diem rate of 85¢ and an equipment grant of 40¢ for a total of $1.25 increase in the funding level.

Also, regular annual reviews of the per diem rate will be continued.

Incentive and Fund-Raising Grants are also available. Centres are eligible for one of either of these two grants, depending on their actual costs.

(a) raising the limit over which no provincial subsidization is available, and indexing that figure to increases in the cost of living;

(a) The Task Force on Day Care Financing, 1979, recommended the annual review of the per diem rate for Day Care Facilities, as well as a review of the Family Calculation Formula. This review has taken place on a yearly basis — November, 1979, 1980, and 1981, and is scheduled to take place again in November, 1982. The per diem rates (maximum) have increased as follows:

— 1979 from $7.75 to $8.00
— 1980 from $8.00 to $8.60
— 1981 from $8.60 to $9.65

	Also, the ceiling — that is the income level above which families are not eligible for assistance — has been increased yearly and is indexed according to the increase in the Consumer Price Index.	
(b) extending the subsidy program to the users of family child care services; and	(b) Families receiving Family Day Care are also eligible for day care subsidy.	
(c) providing start-up grants to equip and supply new centres, development grants to equip and supply existing centres, and renovations grants for alterations and improvements to relatively permanent premises.	(c) Start-up grants of $100 for each allocated subsidized space in new centres are available. It should be noted that the Task Force Report on Day Care Financing recommended Incentive and Fund Raising Grants for the Registered Centres. These programs were implemented by the Department. Centres where the actual per diem rate is lower than the base rate for a specific year are eligible for an Incentive Grant; and Centres where the actual per diem rate is higher than the base rate for a given year are eligible for a Fund Raising Grant based on the funds raised by that Centre for a given year. Details respecting these grants are available in the Task Force Report on Day Care Financing.	
32 that the provincial government approach the federal government on the matters of	32	32
(a) amending the *Income Tax Act* so that full child care costs are deductible; and	(a) The Income Tax deduction for child care has been raised to $1000 per child, to a maximum of $4000 or two-thirds parental income.	(a) No Change.
(b) enacting a national Child Care Act under which federal funds will be available on a cost-sharing basis for the building and running of child care centres.	(b) No Action. Federal Canada Assistance Plan does reimburse the Province for 50% of expenditure for "running" child care centres but not for capital expenditures. Nova Scotia has established a Task Force on Day Care.	(b) National Health & Welfare — Canada Assistance Plan does reimburse the Province for 50% of the costs of subsidy payments to Registered Day Care Centres. These subsidies are on behalf of the families who qualify for Day Care assistance following the administration of an Income Test by Social Service staff in the Department. The Task Force Report on Day Care was reviewed by Cabinet in Sept./83 and recommendations pertaining to funding and staffing standards are referred to in number 26 (c) and number 31 — per diem rates and equipment grants.
33 that, since all members of a given society are responsible for their young, the provincial government adopt as a long-term goal the provision of child care services funded out of general taxation revenues.	33 No Action.	33 No Action.

Opportunities for Learning	Opportunities for Learning	
34 that all authorities responsible for education in the province ensure that parents be given a strong voice in decisions dealing with the type of education that their children receive, by	34 Parents now have the opportunity to have a strong voice in their childrens education through 1/3 elected school boards. Under the new district concept, school boards have the responsibility for administering global funds and making decisions related to the programs and services which will be offered. The Department of Education provides financial support for the provincial Parent Teacher Home and School Association which is dedicated to involving parents in the education of their children.	34 No Change.
(a) encouraging parent participation and involvement in classroom activities and in decisions involving curriculum planning;		
(b) ensuring that a large proportion of school board members are parents whose children are enrolled in the school system;		
(c) encouraging programs bringing together the parents, the teacher, and where appropriate, the student; and		
(d) actively encouraging more fathers to be involved in day-to-day aspects of their children's education at the classroom level, and more mothers to take part in the decision-making process, at the administrative and school board levels.		
35 that education authorities in the province improve the representation of women at all levels of the education system, by	35	35
(a) improving the representation of male teachers at the elementary level, and of female teachers at the junior and senior high school and university levels;	(a) See attached statistical tables.	(a) See attached statistical tables.
(b) reviewing and changing hiring and promotion patterns which result in a predominance of male principals, inspectors, supervisors, and administrators;	(b) The Department of Education has women in the following managerial positions: 1 — Senior Management 2 — Inspectors of Schools 1 — Assistant Inspector 2 — Directors	(b) The Department of Education has women in the following managerial positions: 1 — Senior Management, Assistant to the Deputy Minister 4 — Directors — Curriculum — Research — Publications and Reference — Education Media Services

		Assistant Inspector — 1 Inspectors — 2 Principal — Nova Scotia Teachers' College
(c) ensuring that qualified women are appointed to school boards, university senates, and boards of governors, in numbers proportionate to their representation in society; and	(c) Government appointees to District School Boards — male 87 female 62 Regional Vocational School Advisory Board — male 47 female 20	(c) Government appointees to District School Boards — male 179 female 85 Regional Vocational School Advisory Board — male 65 female 28
(d) making special efforts, working through minority group organizations, to locate and train women from the visible minority groups to become teachers, counsellors and administrators.	(d) Department of Education's Assistant Director Curriculum Development (Implementation) administers Education Incentives Program for Black students which may have some effect. Department cost-shared with federal government the Mic Mac Teachers Education Program (3 year course) from September 1980 to May 1983 at Nova Scotia Teachers' College. Fifteen of the seventeen graduates were female. There has been some affirmative action by at least two school boards (City of Halifax, Colchester East Hants) in engaging two Black women as counsellors prior to their gaining the usual qualifications.	(d) Department of Education's Co-ordinator of Ethnic Services administers Education Incentives Program for Black students which may have some effect. Department cost-shares with federal government the Mic Mac Teachers Education Program (3 year course) beginning September 1980 at Nova Scotia Teachers' College. There has been some affirmative action by at least two school boards (City of Halifax, Colchester East Hants) in engaging two black women as counsellors prior to their gaining the usual qualifications.
36 that Nova Scotia universities improve the status of academic women, by	36	36
(a) providing the same salary scales for men and women, and fringe benefit plans which do not contain differences based on the sex of the employee,	(a) The references to universities are outside the jurisdiction of the Department of Education.	(a), (b), (c) These areas remain outside the jurisdiction of the Department of Education.
(b) providing the same benefits (pro-rated) to part-time faculty, in the areas of salary protection, promotion, tenure, fringe benefits, and sabbatical leave, and	(b) University Faculty Association, unions and Maritime Provincial Higher Education Commission determine these	
(c) improving the representation of female faculty members by encouraging female students to continue to graduate school, and by actively recruiting qualified women for faculty, senior faculty, and administrative positions.	(c) No Action. New faculty unions attempting negotiations in some of these areas (Dalhousie, Acadia, Saint Mary's).	
37 that education authorities in the province improve the counselling services offered to girls and women, by	37	37
(a) ensuring that both male and female counsellors are available at all levels of the education system;	(a) school counsellors — male 160 female 65	(a) school counsellors — male 142 female 57

(b) requiring that all counsellors take training programs to educate them to the problems and needs of girls and women, and to attempt to remove unconscious prejudicial attitudes which the counsellor might hold;	(b) provincial In-Service training has been conducted for counsellors to make them aware of the stereotyping which prevails.	(b) No Further Action.
(c) ensuring that career orientation programs include presentations by women who are successfully employed in both traditional and non-traditional jobs; and	(c) the Department of Education has provided computerized educational and occupational information to all senior high schools. Over 1000 occupations from trades to professions are included.	(c) this service continues to be provided to all senior high schools through Department of Education funding.
(d) actively informing young women of opportunities in both traditional and non-traditional occupations, at all levels from trades to professional, and encouraging them to take training and apply for jobs in these fields.	(d) a series of 7 booklets on "Careers for Women" has been revised and updated and will be distributed to all schools this fall to encourage girls to consider non-traditional careers.	(d) "Careers for Women" have been distributed to all junior and senior high schools.
38 that education authorities in the province remove sex bias from school texts, curriculum, and classroom practices, by	38 The Nova Scotia Teachers Union is providing some in-service training for teachers to eliminate sex bias.	38
(a) undertaking an ongoing review of school texts currently in use, and by immediately replacing those which reflect outdated attitudes and stereotypes of the sexes;	(a) Implemented.	(a) Implemented.
(b) promoting and encouraging courses and materials which emphasize the contribution of women to society;	(b) A Departmental committee is currently studying the number of girls selecting vocational and technical training in an attempt to encourage counsellors to improve their methods of recruiting and screening female applicants.	(b) This study continues.
(c) establishing programs to promote interaction between teachers and parents with a view to ending sex discrimination both at home and at school;	(c) No Action.	(c) No Action.
(d) providing in-service training programs to instruct all teachers in the damaging effects on children of sex stereotyping in school texts and in classroom practices;	(d) No Action.	(d) In-Service Training.
(e) ensuring that administrators, teachers, and students periodically review and discuss their effectiveness in eliminating sex bias in their schools; and	(e) No Action.	(e) Is being planned.
(f) initiating, when appropriate and possible, intensive research and educational programs with girls and women to discover how to stimulate attitudinal change relating to women in education, the home and all segments of society.	(f) No Action.	(f) No Action.

39 that education authorities in the province (a) attempt to provide alternative types of education within the public school system, such as all-boys or all-girls schools, and 'free' or open schools; and (b) wherever appropriate and possible, provide separate classes for exceptional children and young adults with special needs.	39 These recommendations are against the Department of Education's policy which stresses mainstreaming and integration of all children. (b) District school boards are being given $20.5 million to provide more and better services to students with special needs.	39 The Department of Education's policy against segregation remains unchanged.
40 that education authorities in the province ensure that educational institutions are available for community use, where appropriate, on a 24-hour and year-round basis.	40 There is an increase in the number of community schools in the province. Their establishment is left to the discretion of school boards.	40 There are currently 76 community schools in the Province. Their establishment is left to the discretion of school boards.
41 that school boards ensure that the curriculum includes the opportunity for students to visit different work sites, and the opportunity for students from isolated communities to visit other areas of the province.	41 The Department has encouraged the establishment of work experience and work study programs. At present 71 schools offer approved programs.	41 Approved work experience programs are offered in 87 schools.
42 that education authorities in the province (a) encourage the establishment of more courses in values and family life education beginning at the earliest possible age, in order to prepare young people for their roles as responsible adults, parents, marriage partners, and citizens; and (b) ensure that such courses present an unbiased and open-minded view of the roles of women and men.	42 Values education not a separate course — incorporated into all appropriate courses by all school boards. Family life education offered by all school boards as part of Home Economics — not compulsory past grade 7. Reaches a lot of high school girls but a very low percentage of high school boys. Premarriage and Marriage topics are considered in later, non-compulsory years. Health, Human Growth and Development courses are compulsory from primary through grade 9 — may cover some aspects.	42 No Change.
43 that the Nova Scotia *Human Rights Act* be amended to prohibit discrimination on the basis of sex in all educational courses, programs, and facilities funded directly or indirectly by public monies.	43 It is the position of the Human Rights Commission that the amendment sought is unnecessary, in that this prohibition is already found in Section 11A(1) (a) of the Human Rights Act.	43 No Change.
44 that the role and contributions of women in our society be seen by education authorities in the province as subjects worthy of study and research, and that they (a) offer courses in such things as the history, psychology, and literature of women, and work towards the eventual incorporation of this material into regular course content; (b) offer opportunities for girls and women to take part in assertiveness training programs;	44 No Change. (a) Mount Saint Vincent University offers a Minor in Women's Studies; Dalhousie University offers courses; Saint Mary's University and Acadia University have offered a course or two. (b) Mount Saint Vincent University.	44 No course offerings are available in public schools, although several universities, notably, Mount Saint Vincent, offer courses and conduct research.

(c) ensure that their libraries have a representative selection of quality books by and about women; and	(c) Mount Saint Vincent University has the Gerritsen Collection of books and journals by and about women on micro-film. Otherwise, no concerted effort.	
(d) promote and encourage research invoiving women and dealing with issues raised by and affecting women; and	(d) Mount Saint Vincent University.	
(e) re-evaluate knowledge in the humanities, and in the social, biological, and medical sciences, in light of the challenges by feminist scholars to the perceptions of traditional knowledge in these areas.	(e) Mount Saint Vincent University.	
45 that education authorities in the province and other funding agencies, both public and private, provide adequate funding to facilitate research dealing with issues raised by and affecting women.	45 Research on women now being conducted through an Institute recently established at Mount Saint Vincent.	45 No Change.
46 that the Department of Education oblige all schools, colleges, and universities in the province to file with the Department an 'affirmative action plan' which would provide a detailed plan and a specific timetable for the elimination of sex bias in textbooks, curriculum, and classroom practices (see Recommendation 38), in counselling services (see Recommendation 37), and for the improvement of the representation of women at all levels of the educational system (see Recommend -ations 35 and 36).	46 No Change.	46 No Change.
47 that education authorities in the province, and all agencies and organizations involved in continuing education, intensify their efforts to meet the educational needs of women, by	47 In addition to the programs offered in the provinces' universities, courses for women at Nova Scotia Institute of Technology have been initiated in co-operation with Canada Employment & Immigration Commission e.g., Pre Trades Training for Women, Job Exploration for Women	47 No Change.
(a) providing a wide variety of courses to suit different needs, i.e. extension programs, seminars, weekend workshops, evening courses, radio and television courses;	(a) Adult Education, Department of Education offers evening and correspondence courses including academic and semi-vocational.	
(b) arranging courses at times convenient to women with small children, women who work during the day, and women at home;	(b) Day care facilities have been arranged in connection with these courses.	
(c) providing child care facilities, where needed;	(c)	
(d) ensuring that fees for continuing education courses remain at a minimum level;	(d)	

(e) undertaking research and establishing special programs to meet the needs of women at home;	(e) Continuing Education programs are being initiated throughout the province with the support of Department of Education's regional representatives. Additional funding has been made available under the new method of financing.	
(f) ensuring that citizens in all parts of the province are aware that they can initiate continuing education courses (through the Adult Education division of the Department of Education);	(f) see (e) above.	
(g) ensuring that citizens in all parts of the province are aware that adults, regardless of early schooling, are eligible to apply for admission to university as 'mature students'; and	(g) Adult Education Division offers General Education Development Test for mature students — useful in support of application to university.	
(h) encouraging programs for women to meet their special needs for continuing professional education and retirement or leisure-time education.	(h) Career Exploration for Women, and Pre-Retirement Planning (addressing men and woman's problems in either role of retiree and spouse) courses held in various localities throughout the Province.	
48 that the provincial government urge the federal government to extend the present student loan program to part-time students.	48 The Council of Ministers of Education, Canada met with the Honourable Serge Joyal just over a week ago in Victoria, B.C. One of the items under discussion was the new Student Assistance Program currently under negotiation and is under active consideration.	48 The Canada Student Loan Program has been extended to part-time students.
49 that education authorities in the province provide financial and teaching assistance to community groups who wish to institute 'live-in' or 'Folk School' courses dealing with the concerns of women, the community, and leadership training.	49 Financial support available for appropriate courses and programs through Department of Education's regional representatives.	49 No Change.
50 that the provincial government act immediately on improving the portrayal of women in the media, by (a) asking the Human Rights Commission to develop guidelines on what constitutes derogatory, demeaning, or disrespectful portrayal of women in the media; and by (b) urging the appropriate federal and provincial agencies to adopt these guidelines on all programming and in all materials which are to be seen, heard, or read in Nova Scotia.	50 Further to the report "Women and Advertising" released by the Human Rights Commission in 1979, no guidelines were issued. This is because on September 28, 1979, the Canadian Radio-Television and Telecommunications Commission announced the formation of a Task Force to develop guidelines to encourage the elimination of sex role stereotyping in the broadcast media. A deputation from the Human Rights Commission made an oral submission to the Task Force. After three years of study, the Task Force's report was made public on September 1, 1982. In the light of the Canadian Radio-Television and Telecommunications Commission's direct involvement with the broadcast media, it will be superfluous for us to issue separate guidelines. Commission personnel monitor the print media for sexually offensive advertising on a regular basis.	50 No Change.

Needs For Support

51 that regional mental health clinics assist in the provision of lay counselling services to communities which need them, by supporting training programs and seminars in effective helping techniques, by aiding in the selection and supervision of workers, and by serving as a resource to be utilized by lay community counsellors.	51 No Action.	51 No Change.
52 that the provincial and municipal governments	52	52
(a) make grants available to small groups of interested people who wish to provide crisis counselling, supportive and information services to women in need; and	(a) Help Line, Halifax, is funded by City of Halifax, City of Dartmouth, and the County of Halifax, with Provincial Government and Federal Government cost sharing on 50/50 basis through Canada Assistance Plan. No new applications for funding since Federal/Provincial cost sharing became available. Services are also available to women through counselling agencies such as the Association for Family Life, the Family Services of Eastern Nova Scotia and Family and Children's Service Agencies. These agencies receive Provincial and Municipal funding which is cost shared by the Federal Government	(a) No Change.
(b) inform the public that grants are available for the provision of crisis counselling, supportive and information services of women in need.	(b) No Action by Provincial Government. City of Halifax does publicize availability of funds.	(b) No Change.
53 that provincial and municipal governments assist women in establishing province-wide information services, including	53 No Action see 51.	53 No Change.
(i) public information offices in different areas, or travelling information vans;	(a) No Action	
(ii) information on community resources and services as well as procedures for referral to such services; and	(b) A Woman's Place/Forrest House, Halifax, receives municipal/provincial/federal funds.	
(iii) free long-distance telephone calls from people who are not close to a local office.	(c) No Action.	

54 that the Department of Social Services provide more adequate assistance to women in times of crisis, by	54 No Change.	54 Transition House opened in Sydney. Ad Sum House and Collins House opened in Halifax.
(a) reviewing its poiicies concerning women leaving the matrimonial home because of marital or other crises;	(a) Family Benefits Act requires six month waiting period (application for municipal social assistance available) plus action for maintenance. Regulations permit Director of Family Benefits to waive both requirements in suitable cases. No Department nor municipality requires that assault charges be laid by battered women. Settlement Act, S.N.S. 1970, c. 15 causes problems, e.g. responsibility for social assistance resets with municipality of women's residence — which Act defines as her husband's recent twelve month residence — if that municipality refuses to pay then departmental 75% cost-sharing is automatically lost.	
(b) providing direct financial support to the establishment of 'transition houses' to assist women in crisis;	(b) There are two transition houses available to women; Byrony House in Halifax and Transition House in Sydney. Both receive funding from Municipal and Provincial Governments through the Department of Social Services.	(b) A new funding formula was put into effect on January 1, 1983, in which the Department of Social Services agreed to pay 75% of the approved budget for transition houses. A third transition house, "The Tearmann Society" has received approval to open in Pictou County. Two others on the South Shore and Valley are working to gain support and approval.
(c) providing direct financial support to those providing shelter and/or lay counselling in their own homes ('transition homes') to women in need; and	(c) No Action.	
(d) providing professionals on a consulting basis to transition houses and homes, where needed.	(d) Department of Social Services staff do regular evaluations of the transition houses and are available to them on a counselling basis, as required.	
55 that the Department of Social Services provide long-term financial assistance to visiting and teaching 'homemaker service' programs, in order	55	55 There are 41 homemaker service units. Clients whose incomes fall within specified guidelines may also be eligible for service without charge.
(a) that they may recruit, train and pay their staff; and	(a) The Homemakers Services Act and Regulations, 1981, proclaimed in 1982 provide a basis for the funding and regulation of homemaker services. The Department of Social Services provides direct grants to voluntary private nonprofit agencies and municipalities operating homemaker services. There are 39 homemaker service units.	

(b) that these services can be provided at a nominal rate to those receiving social assistance.	(b) recipients of Municipal and/or Provincial Social Assistance receive the services without charge.	
56 that	56	56 No Change in training emphasis.
(a) specially trained Homemakers be available to assist in the home or to relieve the women caring for a handicapped person, when needed;	(a) Training programs emphasize the care of the handicapped, ill, and elderly.	
(b) community centres be utilized for the use of handicapped persons which would provide short-term 'live-in' facilities, as well as recreational and counselling opportunities; and	(b) No Action.	
(c) the government encourage all segments of the economy — employers, child care centres, schools, etc. — to actively integrate, where possible, the handicapped person.	(c) Province has vocational rehabilitation funding available. Federal government has Training on the Job Program to pay 85% salary of a disabled worker for initial period. Civil Service Commission has an affirmative action representative who works with Department of Social Services and local organizations for the disabled to coordinate job capabilities of the handicapped with government employment opportunities. Special funding is available from Department of Social Services where physically handicapped children attend regular day care centres.	
57 that the Department of Social Services develop a system of providing a guaranteed annual income, administered as payment for work performed, for the single parent who is staying home to raise pre-school children.	57 No Action.	57 On September 1, 1983 the Department of Social Services introduced a Vocational Rehabilitation Program for single parents. The program is designed to assist single parents in achieving a greater degree of economic self-sufficiency and in the long run will prove cost effective to the Province based on the number of single parents who are able to become self-sufficient and thus no longer in need of Family Benefits. The single parent participating in an approved Vocational Rehabilitation program can receive a maximum amount of $200 per month to cover the extra costs incurred during the vocational rehabilitation process. An average of $119 per month is being provided to 300 single parents participating in Vocation Rehabilitation Programs for a total annual cost of $428,000.
58 that the Department of Social Services	58	58 No Change.
(a) encourage and work with Big Brother, Big Sister, and Volunteer Grandparent programs, to expand in the direction of 'surrogate parent' programs; and	(a) The Department of Social Services has been providing direct funding to Big Brothers/Big Sisters agencies throughout Nova Scotia on a regular basis since 1978.	

(b) provide for 'surrogate parent' services in long-term social planning as part of preventive social services.	(b) Refer to (a).	
59 that the Department of Social Services immediately provide and utilize mechanisms to ensure effective input from citizens using social services, and that the services which are provided are truly responsive to the needs of the people.	59 There are several advisory committees to the Minister of Social Services composed of Community representatives from across the province. The most publicly visible ones are the Nova Scotia Social Services Council and the Nova Scotia Senior Citizens' Commission.	59 No Change.
60 that the Department of Social Services adopt a long-term co-ordinated development plan to cover the wide range of personal social services, with the goal of enhancing the quality of life for all Nova Scotians.	60 This is the purpose of all Social Services Department Legislation and programs.	60 No Change.
Well-Being	Well-Being	
61 that the Nova Scotia Medical Society and the Dalhousie Medical School proceed immediately to	61 No Change.	61 No Change.
(a) establish courses, programs, and curricula which will present accurate attitudes towards women and their health needs;	(a) No course labelled "Women's Health Needs"; traditional subject areas are gynecology and obstetrics.	
(b) ensure that the medical textbooks used in the professional training of both doctors and nurses reflect these accurate attitudes towards women and their health needs; and	(b) Medical textbooks in traditional areas. Textbooks for Dalhousie, and other Schools of Nursing reflect changed attitude to women and their health needs.	
(c) offer mandatory courses pertaining to women's health needs to all those entering the field of medicine, as well as refresher courses for those who have already graduated.	(c) Traditional subjects of obstetrics and gynecology are mandatory. Regular refresher courses are given for family practitioner and specialists.	
62 that the medical profession, through the Nova Scotia Medical Society and the Dalhousie Medical School, ensure that women are actively recruited for positions on faculty, at least in proportion to the numbers of women graduating from medical school.	62 Proportion of women applicants for teaching positions is much lower than proportion of women graduating from medical school. Medical School is aware of the problem, merit is the criteria.	62 No Change.
63 that the cost of yearly complete physical examinations be covered by M.S.I.	63 No Action.	63 No Change.
64 that courses in nutrition be made a mandatory part of the training of medical doctors.	64 In the past number of years, increased amounts of information on infant and maternal nutrition have been included in the course presentations.	64 No Change.

65 that the Department of Health act immediately to

(a) acquire sufficient equipment for the detection of breast cancer (thermography and mammography equipment);

(b) make such equipment available to all women as a routine part of their yearly physical examination;

(c) make medical and gynecological services available to women in all parts of the province, if necessary by means of a mobile van;

65

(a) Mammography equipment exists at Victoria General Hospital, Halifax; Saint Rita's Hospital, Sydney and Colchester General Hospital, Truro. Thermography at Victoria General Hospital, Halifax.

(b) The presumption that a yearly examination is a good service is questionable. In the Report of the Task Force on the Periodic (versus Annual) Health Examination carried out by the Federal Government, the recommendation is that cancer of the breast should be screened on an annual basis for women aged 50-59 years, and that this screening should involve mammography plus physical examination of the breast. While this is based upon good evidence, the research priorities indicated by the Committee would indicate that much remains to be done before we can be certain that this is appropriate action.

Research priorities were:

(1) To examine the separate benefits of mammography and clinical examination.

(2) To determine the optimal frequency of these maneuvers.

(3) To determine the benefits in age groups other than the sixth decade, especially the fifth decade.

(4) To assess the risk of harm from the radiation using current techniques.

(5) To assess compliance on a non-selective population.

(6) To assess the specific benefit of breast self-examination.

(7) To determine the advantage of employing allied health professionals in the screening program.

(c) The current distribution of physicians and of hospital facilities in the Province mean that very few women have to travel far to receive adequate initial gynecological services. The value of a mobile van in providing such services is very

65 No Change.

	debatable, particularly if the services were to involve screening, since those who attend such services tend to be highly self-selected. Further, the distribution of obstetricians/gynecologists in the Province is now at a point where only Amherst, of the major centres, does not have a full-time obstetrician/gynecologist. Other than that area, presumably those in the Inverness and Richmond County areas are furthest from such services.	
(d) ensure that such mobile vans are staffed by a gynecological team with adequate cancer detection equipment and examination facilities; and	(d) See Above.	
(e) ensure the local clinics, wherever they exist, work closely with the Department of Health's self-contained mobile van and its staff.	(e) Mobile van project in Metro area found not to be workable. See Above.	
66 that the Department of Health make health care more accessible to the women of the province by	66	66 No Change.
(a) establishing and encouraging the profession of midwifery for assistance in normal childbirth; and	(a) No Action.	
(b) actively promoting the establishment of Well Women's Clinics, supported by local hospitals, in all areas of the province.	(b) Some hospitals participate in the running of Well Women Clinics, and this is, by and large, done with concurrence of the Department as part of their normal operating expenses; however, it is not specifically encouraged.	
67 that the Departments of Health and Education ensure that	67 Family planning information and counselling is provided throughout the province by Community Health Nurses on request during routine post-natal visiting. The Department of Health is also sponsoring the Family Planning Project in Kings County. The Family Planning Nurse is active within the Kings County Amalgamated School Board and various groups within the community.	67 No Change.
(a) factual, understandable, and unbiased contraceptive information and devices be available to all people who need them;		
(b) planned parenthood clinics be available in all areas of the province, to provide contraceptive information, devices, counselling, and medical referrals; and	Significant funding is provided for Planned Parenthood Association of Nova Scotia. Information is distributed on a request basis. Clinics held throughout the province are usually held in conjunction with Well Women's Clinics. Permanent planned parenthood clinics are located at Halifax and Yarmouth. It should also be noted that family planning information is provided by physicians and insured under M.S.I.	
(c) universities and professional organizations promote research on male contraception (i.e. vasectomy, birth control pills, etc.) and on the long-term effects of all contrceptives.		

68 that the provincial government (a) strongly urge the federal government to repeal those sections of the *Criminal Code* relating to abortion; and (b) study the implications on provincial health care facilities of removal of abortion form the *Criminal Code*, so that the province will be prepared to exercise its new jurisdiction over abortion.	68 No Action. (a) This presumably would be a task for the N.S. Advisory Council on the Status of Women.	68 No Change.
69 that the Departments of Education (Adult and Continuing Education branches), Recreation, and Health (a) work together to ensure that adult women are encouraged and given every opportunity to participate in sports activities; and (b) plan their programs according to the convenience and needs of the users, especially women.	69 No Collective Action by Departments. All Y.M.C.A's and Y.M./Y.W.C.A.'s in the province, Halifax, Dartmouth, Yarmouth, New Glasgow, Amherst, and Sydney provide such services.	69 No Collective Action by the Departments although through Continuous Learning Association of Nova Scotia and the Metro Council on Continuing Education, co-operation and co-ordination are fostered.
70 that the provincial government, when planning recreational facilities, take into consideration the needs of women, by ensuring that there is adequate space for the care of children during times when their mothers are involved in sports activities.	70 The Department of Culture, Recreation and Fitness provides funds to community organizations for the construction, renovation and/or acquisition of recreation facilities. Under our Recreation Facility Development Program, we provide for only one-third of the funds for these projects and, therefore two-thirds of the funding comes from the community. Further, unlike schools, these facilities are owned by the community and not the Province of Nova Scotia. It is the responsiblity of the organization to plan a facility that will best suit the needs of the community it serves.	70 No Change.
71 that the Department of Health, mental health clinics, and universities, immediately undertake clinical research and program evaluations which take into account and/or explore the relationships between social conditions, mental and occupational status, and the patterns of mental illness.	71 No Action.	71 No Change.
72 that the Department of Health promote activities which are intended to develop sensitivity toward and awareness of the problems of sex bias and sex-role stereotyping in mental health services, by	72 No Action.	72 No Change.

(a) encouraging universities and professional organizations to hold workshops on sex bias for practicing mental health workers and those in training; and	(a) No Action.	
(b) developing and distributing materials to foster awareness of these problems.	(b) No Action.	
73 that the Departments of Health and Education act co-operatively on the problems of sex bias and sex-role stereotyping in psychological testing & diagnosis by; and	73	73 No Change.
(a) urging publishers to immediately eliminate known sex biases & psychological tests; and	(a) No Action.	
(b) urging schools, mental health centres, mental hospitals, and employers who use psychological testing materials, to use only those known to be free of sex bias and sex-role stereotyping.	(b) Department of Education has no formal screening mechanism. Intelligence tests: only two to choose from — similar in this aspect. Aptitude tests: Department recommends those with less obvious flaws but choice formally rests with school boards.	
74 that the Department of Health make strong representation to drug companies to immediately eliminate sex-biased advertising.	74 No Action.	74 No Change.
75 that the Department of Health, working through the professional organizations and regional mental health centres and mental hospitals, encourage all mental health practitioners to take the objectively disadvantaged position of women into account, by making additional resources (such as women's study courses, consciousness raising groups, workshops, seminars, materials, etc.) available to the woman patient which will assist her to become aware of the collective strengths and problems of women.	75 No Action.	75 No Change.
76 that the Department of Health ensure that there are adequate facilities for the treatment of women alcoholics in detoxification centres and in transition homes in different parts of the province.	76 Beds are now available to women, without restriction or proportional allocation, at all five regional detoxification centres of the Nova Scotia Commission on Drug Dependency. The Commission's Committee on Women and Addiction is a research, education, and information group with own affiliates centred around the regional detoxification centres. The centres have outpatients' services, and female community health workers provide home follow-up services.	76 No Change.

77 that the Department of Health strongly urge all centres, agencies, and hospitals involved in the mental health treatment of women to	77 No Action.	77 No Change.
(a) examine treatment resources for women, to determine the extent to which their existence, structure, and use fits the needs of the patients;		
(b) provide treatment programs which are truly accessible to women, i.e. ones with child care facilities; and		
(c) be aware of the importance of female role models and provide women patients the opportunity to work with female therapists and counsellors.		
Responsibilities and Rights	Responsibilities and Rights	Responsibilities and Rights
78 that provincial legislation dealing with maintenance obligations be amended to	78 Family Maintenance Act, S.N.S. 1980, c.6 received Royal Assent June 5, 1980, was proclaimed on August 19, 1980 and came into effect October 1, 1980. Repeals and replaces the Wives' and Childrens' Maintenance Act, Children of Unmarried Parents Act, Parents Maintenance Act, and Childrens Maintenance Act.	78 Further amendments have been made to the Act to permit Indexation of Court orders of families who are in receipt of Family Benefits. Other amendments have been made to clarify certain aspects of the Act. Authority to expand recriminal arrangements, in other areas of Canada and the U.S., have been made.
(a) implement new rules of maintenance with entitlement based on needs created by the division of function within the marriage, and financial rehabilitation rather than dependency when the marriage ends;	(a) Implemented when Act comes into force.	
(b) provide reciprocal maintenance and obligations on both husband and wife; and	(b) Implemented when Act comes into force.	
(c) eliminate adultery as a bar to maintenance.	(c) Replaced by "a persistent course of conduct" may disentitle or reduce maintenance. The new Act does not affect the Alimony Act, Testator's Family Maintenance Act, or Interstate Succession Act.	
79 that the provincial government urge the federal government to amend the *Divorce Act* to	79 Divorce Act at present is under review by Federal Department of Justice.	79 The Federal Government has accepted in principle the concept of a national registry of maintenance and custody orders and is prepared to work closely with provincial governments towards the creation of a registry before the end of the year.

(a) allow divorce be granted on the grounds of 'irretrievable marriage breakdown'; (b) incorporate into the divorce process substantial pre-trial counselling, and other procedures to effect reconciliation where possible and to minimize the incidence of contested matters at the time of the hearing; and (c) incorporate rules of maintenance on divorce based on needs arising out of the division of function within the marriage, and financial rehabilitation rather than dependency when the marriage ends.		Such a registry would act as a repository of orders of custody and maintenance made under the Divorce Act or under various family laws at the provincial level. The establishment of a registry would facilitate the development of a national enforcement network and close federal-provincial cooperation, and agreement could eventually lead to a linkage of enforcement procedures and remedies to make them available on a nation-wide basis.
80 that the provincial government provide and publicize counselling services to	80 Counselling services are available to young adults through such agencies as the Association for Family Life and Family and Child Welfare Agencies funded by the Department of Social Services.	80
(a) prepare young adults with a realistic view of the rights and obligations of marriage; and	(a) In December, 1981, a three-year study of unmarried mothers and their children was released by the Minister of Social Services. This study and other similar research has focused attention of the needs of the young people for help in understanding their responsibility as individuals for their actions. The recommendations are now being studied with a view to implementation by Departmental and Interdepartmental Committees and the Nova Scotia Social Services Council.	(a) In the Spring of 1983 amendments were made to the Family Maintenance Acts which enhanced the responsibility of young people for their actions while providing rehabilitation services for them.
(b) devise programs to assist people, through the Family Court and other existing services, to cope with the debilitating effects of divorce and separation.	(b) Refer to 80 Family Court has an adult counselling section which provides services to those seeking assistance through the courts.	(b) No Change.
81 that the *Human Rights Act* be amended to state that discrimination on the basis of sex or marital status in the granting of credit is prohibited.	81 Statute Law Amendment Act, 1977, S.N.S., c.18., amends the Consumer Protection Act, R.S.N.S. 1967, c.53, by adding s.8A which includes such provision — administered by Department of Consumer Affairs.	81 No Change.
82 that all provisions in the Nova Scotia statutes which allude to the 'head of the family' concept. which give women or men a privileged position, and which accord different status or treatment based on sex, should immediately be appropriately amended or repealed. (See Appendix E for list of offending statutes.)	82 Statute Law Amendment Act, 1977, S.N.S., c. 18, and Statute Law Respecting Women Amendment Act, S.N.S. 1978, c.42, have implemented approximately half the recommendations: seventeen implemented, five partially, nineteen no action.	82 No Change.

83 that the provincial government enact legislation to abolish the common law actions of enticing, criminal conversation, loss of consortium, and other actions based on proprietary relationship between husband and wife.	83 No Action. There may be a question as to whether it is a provincial or federal field of legislation. The Alimony Act survives.	83 No Change.
84 that those Nova Scotia statutes dealing with the rights and obligations of parents and children be amended so that the rights and obligations of parents with children born out of wedlock are the same as those of all other parents and children.	84 Family Maintenance Act, and Interstate Succession Act remains but the new Act makes substantial changes when it comes into effect. Problems in the inheritance area remain.	84 No Change.
85 that the provincial government make strong representation to the Law Reform Commission of Canada to undertake a comprehensive study of sexual offences in the *Criminal Code*, with recommendations for amending the Code so that women and men are treated equally and fairly.	85 Criminal Code sexual offences provisions, including 1979 proposed rape amendments, are at present under review. Law Reform Commission of Canada reported in 1978. Federal Department of Justice expected to present proposed changes in 1981.	85 "An Act to amend the Criminal Code in relation to sexual offences and other offences against the person and to amend certain other Acts in relation thereto or in consequence thereof " was proclaimed into force on January 4, 1983. This Act abolishes the crimes of rape and attempted rape, sexual intercourse and the feeble-minded, and indecent assault on a female, and indecent assault on a male. The Act provides for a new three-tiered structure of sexual assault. Sexual assault is made a hybrid offence, punishable either on indictment by a maximum of ten years imprisonment or on summary conviction. The second level of sexual assault, indictable and punishable by a maximum of fourteen years imprisonment occurs where a weapon or imitation weapon is carried, used or threatened to be used; where there is a threat of bodily harm to a third party; where bodily harm is caused to the complainant; or where there is more than one party to the assault. Aggravated sexual assault, the most serious sexual assault offence, occurs where an accused, in committing a sexual assault, wounds, maims, disfigures or endangers the life of the complainant. The maximum punishment is life imprisonment. The term "sexual assault" is not defined, but each of these offences is governed by the definition of assault in section 244 of the **Criminal Code.** Under the new legislation certain factors vitiate consent to all forms of assault, including sexual assault. These include the application of force to the complainant or third party, threats of force, fraud and the exercise of authority. The consent of a complainant under 14 years of age is not a defence unless the accused is less than three years older than the complainant.

Further, the Act provides that a husband or wife may be charged with a sexual assault offence whether or not the spouses were living together at the time of the sexual assault.

There are related evidentiary changes. Corroboration is not required for a conviction for sexual assault and related offences. In addition, the judge cannot instruct the jury that it is unsafe to find an accused guilty of these offences in the absence of corroboration. The rules of regarding recent complaints in sexual assault cases have been abrogated. Further, the criteria for the admisison of evidence of sexual conduct has been narrowed to three exceptions to the general rule that such evidence is not admissable. The first exception is if the prosecution raises the issue. The second arises where there is an issue of identity of the accused. The third deals with evidence of sexual activity that took place on the same occasion as that raised in the charge and is intended to govern situations where a complainant is alleged to have had sexual contact with more than one person on one occasion, and the accused alleges belief in consent from the complainant's conduct on the occasion. There is a new section forbidding the admission of evidence of a complainant's sexual reputation to challenge or support his or her credibility.

The above covers the highlights of the new changes to the Criminal Code.

86	that the provincial government establish a 'unified Family Court' by creating a Family Division of the Supreme Court of Nova Scotia, to exercise jurisdiction over all matrimonial, family, and juvenile proceedings.	86 Has been discussed, but it is not favoured at this time.	86 No Change.
87	that the Department of Social Services undertake to guarantee the monthly payments of all court maintenance orders to those beneficiaries on social assistance, and that they seek restitution from the husband who has been ordered by the court to pay.	87 Matters relating to this subject are before Cabinet, as well as reciprocal agreements for enforcement of maintenance orders with other Canadian and United States jurisdictions.	87 No Change.

88 that the legal profession, through the Dalhousie Law School and the Nova Scotia Barristers Society, ensure that women are actively recruited for positions on faculty and in law firms, at least in proportion to the numbers of women graduating from law school.

88 Nova Scotia Barristers' Society has discussed the problem. No action to "ensure" active recruitment but More women have been hired in the last few years. It is a concern of the Downtown Liaison Committee of the Law School (Law Students Society, Law School Faculty, Barristers' Society). Law School sympathetic — advocates the hiring of more women. Cannot "ensure": active recruitment by law firms. Law School attempts to recruit more women to faculty in proportion to number of women law teachers available rather than number of women law students.

88 No Change.

89 that the provincial government reconstitute the Law Reform Commission so that it consists of equal numbers of lawyers and lay people, both men and women and representing broad societal interests.

89 Law Reform Act, S.N.S. 1969, c.14, was amended in 1976 to permit one-third of the Nova Scotia Law Reform Advisory Commission members to be persons other than judges or lawyers. All present members are judges and lawyers.

89 No Change.

Our Rightful Place

Our Rightful Place

Our Rightful Place

90 that people who do volunteer work should be publicly recognized for their leadership and participation in the community, and that

90 Several departments, notably Social Services and Culture, Recreation and Fitness, continue to recognize outstanding volunteer Week. The next Community Service Awards will be presented at Province House on March 1, 1983. In 1981-82 the Nova Scotia Social Services Council, an advisory body reporting to the Minister of Social Services, undertook a study of volunteerism. The Council reported in 1982 and a review of their recommendations is nearing completion.

90 The government of Nova Scotia continues to recognize volunteers and their contributions. The Community Services Awards will be presented at Province House this year on March 7, 1984. The Department of Social Services has completed its review of the study of Voluntarism and the Minister has set aside funds for fiscal 1983-84 to establish a volunteer resource centre. The Minister has established a fund for the provision of grants to be used for training of volunteers. The Nova Scotia hospital have a fairly active volunteer program.

(a) institutions making use of voluntary workers ensure that these workers are involved in the decision-making process of the institution; and

(b) the provincial and municipal governments include in their appointments to boards, commissions, councils, etc., members of voluntary groups.

(b) No legislative requirement, nor formal government directive for either provincial or municipal governments to do so. A few individual provincial bodies enacting legislation requires it, e.g. Environmental Control Council. Some departments solicit relevant voluntary groups directly for recommendations for appointments to a few individual boards. No formal mechanism or policy within any department to ensure solicitation or consideration. Many provincial board appointments are voluntary or virtually so.

(b) No Change.

91 that

91

91

(a) government and private industry credit the voluntary work of an applicant who is seeking paid employment; and

(a) Civil Service Commission specifically requests such information on its application forms and rates voluntary work equivalent to paid work in both getting a job and location on pay scale.

(a) No Change.

	No legislative requirement ensures private industry does so but a sample of large local employers says position is similar to the above except no specific request on application form — they seek and pay for skills but some union-management contracts preclude such credit being given.	
(b) universities and educational institutions credit volunteer experience, where relevant, toward further educational courses, especially when the volunteer may not have the regular educational prerequisites for such courses.	(b) The Department of Social Services operates a ten month course for Community Service Workers which recognizes volunteer experience as part of the eligibility criteria for admission to the course.	(b) No Change.
92 that the provincial government	92	92
(a) work through the minority group organizations to improve the status of minority women; and	(a) Nova Scotia Human Rights Commission has liaison officers for various visible minority groups — provides resource persons for awareness training sessions. Department of Education has provided leadership training resource persons.	(a)
(b) give priority to the provision of funding and other assistance to projects of minority group organizations which attempt to better the status of minority women.	(b) Provincial government has provided funds to: Native Council of Nova Scotia, Les Femmes Acadiennes de Clare. The government has also provided non-monetary support for projects by publishing materials provided by various groups.	& (b) No Change.
93 that the provincial government make special efforts to make information accessible to minority women by	93	93
(a) translating material into the appropriate language whenever possible; and	(a) Apart from the Human Rights Act, which is available in both official languages no action has been taken to translate the other Commission publications.	(a)
(b) working through minority group organizations (and/or organizations with a large percentage of minority group members) to disseminate information concerning women.	(b) The Nova Scotia Human Rights Commission responds to requests for information and also actively disseminates information. The resources of the Commission library are utilized by several hundred throughout the year. Officers of the Commission are assigned to liaise with minority group organizations on a continuous on-going basis.	& (b) No Change.
94 that the provincial government strongly urge the federal government to take immediate action on the Nova Scotia Native Women's Association's recommendations that	94 This is being reviewed as part of the Constitutional process.	94

(a) a woman who is born Indian and who is entitled to be registered as an Indian under the *Indian Act* not be denied her Indian status if she marries a non-Indian, and	(a) Ottawa press release July 24, 1980 — Federal Minister of Indian Affairs announced that on application by Band Council or Councils he will freeze operation of sections of the Indian Act which discriminate against women so no further 'enfranchisement' (automatic loss of Indian Status of a woman and her children on marriage to non-Indian) will be suffered by women of those Bands. Indian Act under review for the last three years.	(a)
(b) a child who is found to have been born of an Indian mother and a non-Indian father be entitled to be registered as an Indian under the Act even if there is protest against his/her registration.	(b) See Above.	& (b) On March 8, 1984, the Prime Minister stated that it was the intention of the Federal Government to remove Section 12(1) (b) from the Indian Act.
95 The Task Force recommends the establishment in Nova Scotia of a Ministry of State for the Status of Women, to give women a strong voice at the highest level of decision-making in our province.	95 Has been considered — Government feels it is not the right approach at this time.	95 No Change.

While every attempt has been made to provide correct & current information in this report the Nova Scotia Advisory Council on the Status of Women cannot guarantee that the revisions are 100% accurate or complete.

35 (a) 1983

SEX DISTRIBUTION OF NOVA SCOTIA EDUCATIONAL STAFF

1972 and 1981

1972

Total Male	3861	% of Total	37
Total Female	6680	% of Total	63
	10541		

1981

Total Male	4819	% of Total	42
Total Female	6609	% of Total	58
	11428		

35 (a) 1983

TEACHERS IN ELEMENTARY AND SEDONDARY SCHOOLS

By Position By Sex — 1981-1982

Positions		Elementary*	Secondary	Both (P-12)
Principals	M	68%	97%	95%
	F	32%	3%	5%
Vice Principals	M	66%	92%	90%
	F	34%	8%	10%
Department Heads	M	--	71%	--
	F	--	29%	--
Regular Classroom Teachers	M	16%	64%	41%
	F	84%	36%	59%
Special Subject Teachers	M	27%	57%	38%
	F	73%	43%	62%
Supervisors	M			68%
	F			32%
Superintendents	M			97%
	F			3%

*Includes Primary — 9 Schools

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SEX DISTRIBUTION BY POSITION

POSITION		1972					1981				
Principal	Males	376	% of Total	62	% of Males	10	422	% of Total	75	% of Males	09
	Females	228	% of Total	38	% of Females	03	139	% of Total	25	% of Females	03
	Total	604			% of Total	06	561			% of Total	05
Vice Principal	Males	214	% of Total	71	% of Males	06	274	% of Total	79	% of Males	06
	Females	87	% of Total	29	% of Females	01	75	% of Total	21	% of Females	01
	Total	301			% of Total	03	349			% of Total	03
Dept Head	Males	122	% of Total	67	% of Males	03	202	% of Total	70	% of Males	04
	Females	59	% of Total	33	% of Females	01	85	% of Total	30	% of Females	01
	Total	181			% of Total	02	287			% of Total	03
Regular Classroom Teacher	Males	2035	% of Total	30	% of Males	53	2383	% of Total	35	% of Males	49
	Females	4678	% of Total	70	% of Females	71	4489	% of Total	65	% of Females	68
	Total	6713			% of Total	59	6872			% of Total	60
Supervisor of School or Sub System	Males	35	% of Total	100	% of Males	01	74	% of Total	68	% of Males	02
	Females	0	% of Total	00	% of Females	00	35	% of Total	32	% of Females	01
	Total	35			% of Total	01	109			% of Total	01
S'intendent & Assistant S'intendent	Males	33	% of Total	97	% of Males	01	72	% of Total	97	% of Males	01
	Females	1	% of Total	03	% of Females	00	2	% of Total	03	% of Females	00
	Total	34			% of Total	01	74			% of Total	01
*Special Subject Teacher	Males	984	% of Total	38	% of Males	25	1284	% of Total	45	% of Males	27
	Females	1597	% of Total	72	% of Females	24	1571	% of Total	55	% of Females	24
	Total	2581			% of Total	24	2855			% of Total	25
*Other	Males	00	% of Total	00	% of Males	00	108	% of Total	34	% of Males	02
	Females	5	% of Total	100	% of Females	00	213	% of Total	66	% of Females	03
	Total	5			% of Total	00	321			% of Total	03

*1972 - Includes Supervisor or Consultant for Special Subject or classroom.

1972 - Includes Relieving Teacher.

*1981 - Includes Minority Language Teacher.

1981 - Includes Guidance Director, Pupil Svc Co-ord, Systems Cons, Registrar, Term A, Home Visit, Area Rate and Continuing Ed Teacher.

TEACHERS CLASSIFIED BY CERTIFICATE

CERTIFICATE		1972				1981			
Permit	Males	9	% of Total	13	% of Males 00	2	% of Total	50	% of Males 00
	Females	62	% of Total	87	% of Females 01	2	% of Total	50	% of Females 00
	Total	71			% of Total 01	4			% of Total 00
TC 1	Males	3	% of Total	02	% of Males 00	1	% of Total	04	% of Males 00
	Females	129	% of Total	98	% of Females 02	26	% of Total	96	% of Females 00
	Total	132			% of Total 01	27			% of Total 00
TC 2	Males	52	% of Total	04	% of Males 01	4	% of Total	2	% of Males 00
	Females	1307	% of Total	96	% of Females 20	223	% of Total	98	% of Females 03
	Total	1359			% of Total 13	227			% of Total 02
TC 3	Males	317	% of Total	16	% of Males 08	50	% of Total	11	% of Males 01
	Females	1682	% of Total	84	% of Females 25	455	% of Total	89	% of Females 07
	Total	1999			% of Total 19	505			% of Total 04
TC 4	Males	319	% of Total	26	% of Males 08	199	% of Total	17	% of Males 04
	Females	913	% of Total	74	% of Females 14	1000	% of Total	83	% of Females 15
	Total	1232			% of Total 12	1199			% of Total 10
TC 5	Males	1490	% of Total	44	% of Males 39	1278	% of Total	31	% of Males 27
	Females	1888	% of Total	56	% of Females 28	2799	% of Total	69	% of Females 42
	Total	3378			% of Total 32	4077			% of Total 36
TC 6	Males	1016	% of Total	66	% of Males 26	1903	% of Total	76	% of Males 39
	Females	532	% of Total	34	% of Females 08	1615	% of Total	24	% of Females 24
	Total	1548			% of Total 15	3518			% of Total 31
TC 7	Males	270	% of Total	71	% of Males 07	783	% of Total	78	% of Males 16
	Females	109	% of Total	29	% of Females 02	324	% of Total	22	% of Females 05
	Total	379			% of Total 04	1107			% of Total 10
TC 8	Males	48	% of Total	80	% of Males 01	240	% of Total	72	% of Males 05
	Females	12	% of Total	20	% of Females 00	92	% of Total	28	% of Females 01
	Total	60			% of Total 01	332			% of Total 03
VTC 1	Males	23	% of Total	88	% of Males 01	10	% of Total	63	% of Males 00
	Females	3	% of Total	12	% of Females 00	6	% of Total	37	% of Females 00
	Total	26			% of Total 00	16			% of Total 00
VTC 2	Males	217	% of Total	93	% of Males 06	161	% of Total	90	% of Males 03
	Females	16	% of Total	07	% of Females 00	17	% of Total	10	% of Females 00
	Total	233			% of Total 02	178			% of Total 02
VTC 3	Males	8	% of Total	89	% of Males 00	56	% of Total	86	% of Males 01
	Females	1	% of Total	11	% of Females 00	9	% of Total	14	% of Females 00
	Total	9			% of Total 00	65			% of Total 01
VTC 4	Males	5	% of Total	71	% of Males 00	86	% of Total	73	% of Males 02
	Females	2	% of Total	29	% of Females 00	32	% of Total	27	% of Females 00
	Total	7			% of Total 00	118			% of Total 01
VPA & VPB	Males	84	% of Total	78	% of Males 02	46	% of Total	84	% of Males 01
	Females	20	% of Total	22	% of Females 00	9	% of Total	16	% of Females 00
	Total	104			% of Total 01	55			% of Total 00

35 (a) 1984

NOVA SCOTIA DEPARTMENT OF EDUCATION

Sex Distribution of Teachers

1972, 1981, 1983

1972

Total Male	3861	% of Total	37
Total Female	6680	% of Total	63
	10541		

1981

Total Male	4819	% of Total	42
Total Female	6609	% of Total	58
	11428		

1983

Total Male	4784	% of Total	43
Total Female	6399	% of Total	47
	11183		

Totals include Regional Vocational

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NOVA SCOTIA DEPARTMENT OF EDUCATION

Sex Distribution of Teachers by Position

1983-1984

Position	Sex	Total	% of Total in Position	% of Males/Females
CEOs and Assistants	Male	52	96	01
	Female	2	4	--
	Total	54	100	--
Supervisors of schools & sub-systems	Male	77	68	02
	Female	37	32	01
	Total	114	100	01
Principals	Male	429	78	09
	Female	120	22	02
	Total	549	100	05
Vice-Principals	Male	265	79	06
	Female	71	21	01
	Total	336	100	03
Dept. Heads	Male	190	73	04
	Female	69	27	01
	Total	259	100	02
Regular and Term A	Male	2466	35	52
	Female	4552	65	71
	Total	7018	100	63
*Special Subjects	Male	1267	45	26
	Female	1525	55	24
	Total	2792	100	100 25
**Others	Male	38	62	--
	Female	23	38	--
	Total	61	100	01
Summary	Male	4784	43	
	Female	6399	57	
	Total	11183	100	

* Includes Primary — 9 Schools

** Includes Guidance Director, Pupil Services Co-ordinator, System Consultant, Education Administrator and Continuing Education Teachers.

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NOVA SCOTIA DEPARTMENT OF EDUCATION

Percentage by School Level, Position and Sex

1983-1984

Position	Sex	Elementary %	Secondary %	All levels (P-12) %
CEO and Assistants	M			96
	F			4
Supervisors Syst. Consultants	M	20	84	64
	F	80	16	36
Principals	M	71	98	92
	F	29	2	8
Vice-Principals	M	65	92	87
	F	35	8	13
Dept. Heads	M	20	74	33
	F	80	26	66
Regular and Term A	M	17	62	44
	F	83	38	56
Special Subjects	M	28	52	41
	F	72	48	59
Total	M	24	62	51
	F	76	38	49

Elementary includes Primary — 9 schools

Secondary includes Colchester and Kings Vocational

All levels include Board Personnel

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(P - 9 schools)

Appendix E

We believe that our laws should apply equally to all, regardless of sex. All of these statutory provisions violate this principle, and should be amended. We have attempted to explain the offending provisions and to suggest changes. This list is a starting point only, and is not meant to be exhaustive.

Adoption Act, R.S.N.S. 1967, Ch. 2

The effect of Section 4(3) (c) is that the consent of the father of an illegitimate child is irrelevant in the child's adoption. To cure this problem without confusing the law, subclauses (a) and (b) of Section 4(3) should be repealed along with subclause (c) and a clause or clauses enacted requiring the consent of the parents or surviving parents of a child whether the child be legitimate, legitimated by subsequent adoption, illegitimate or adopted.

Alimony Act, R.S.N.S. 1967, Ch. 7

Section 1 of the Act allows a Judge of the Supreme Court to make an order for the payment of alimony in favour of a wife. The situations in which the order can be made are set out in the Act. Three of the four situations allude to similar situations under the law of England. Without undertaking a detailed study of the matrimonial law of England, it is not possible to make specific recommendations for particular reforms of the Act. A repeal of the entire Act is recommended.

Apprenticeship and Tradesmen's Qualifications Act, R.S.N.S. 1967, Ch. 11

Section 14(c) (i) and (ii) require a father's consent to an apprenticeship agreement where the person being apprenticed is under the age of 21, and a mother's consent where the father is dead or incapacitated. This provision can be reformed simply by repealing (i) and (ii) and substituting the words 'by a parent of the person.'

Assessment Act, R.S.N.S. 1967, Ch. 14

Section 3(j) exempts property of widows, of unmarried women and wives deserted by their husbands, from taxation to the extent and as set out in Section 44. This provision can be remedied simply by repealing the two sections or perhaps by making the exemption applicable to all persons of low income levels.

Section 41(8) defines 'occupier' as 'the husband where a husband and wife live together,' and 'the father or other head of the family, where a family lives together.' All adults resident in the house should be considered occupiers.

Change of Name Act, R.S.N.S. 1967, Ch. 30

Section 2 subsection (1) of the Act allows a man to change his name and if he is married he may also change the name of his wife with her consent. Section 2 subsection (3) forbids a married woman, while living with her husband to change her name even with the consent of her husband. These discriminatory provisions can be remedied by repealing those portions of Section 2 referring to the marital status of the person applying to change a name. The Act as it stands does not mention the question of married women using their 'maiden' names or the use of the hyphenated names of husband and wife. The Act should be totally reassessed in light of women's needs.

Child Welfare Act, R.S.N.S. 1967, Ch. 31, as amended by the Stats. N.S. 1969, Ch. 29

Section 35 A (2) provides that a legitimate child has the same religion as its father unless there is an agreement between the parents that the child has the same religion as its mother. This Section also provides that the child of an unmarried mother will have the same religion as the mother. This problem can be resolved by having the Act give a legitimate child the same religious faith as its parents and where the parents have different religious faiths, the religious faith of the child would be as agreed to between the parents. Where the parents could not agree, the question could be decided by the Judge. The religious faith of a child of a one-parent family will be determined by the single parent.

Civil Service Act, R.S.N.S. 1967, Ch. 34

Section 32 of this Act makes the examinations for appointments to the Civil Service open to all persons without regard to race, religion, religious creed, colour or ethnic or national origin. This Section should be amended to include the word 'sex.'

Coal Mines Regulation Act, R.S.N.S. 1967, Ch. 36

Section 3(d) defines 'boy' as any male person under the age of eighteen years. Section 125 forbids the employment of a boy underground in any mine. Section 142 imposes a penalty upon any parent or guardian who obtains the employment of a boy underground by representing that he was over the age of eighteen years. The implication that would be drawn from these provisions is that women are not allowed to work underground in mines. The Act should be amended by repealing the definition of 'boy' and amending Sections 125 and 142 so that it becomes an offence to employ any person under eighteen years of age in a mine.

Collection Act, R.S.N.S. 1967, Ch. 39

Section 24(3) forbids the imprisonment of a married woman who is a debtor unless (Section 45) she is carrying out business in her own name at the time the debt is contracted. A repeal of Section 24(3) would remedy this anomaly.

Education Act, R.S.N.S. 1967, Ch. 81

Section 1(i) defines 'Parent' to mean the father of a child or if the father is dead or absent from the school section in which the child lives, then the mother of the child. This Section should be amended so that 'Parent' is defined as the mother or father of the child, and to include guardian or person in charge.

Elections Act, R.S.N.S. 1967, Ch. 83

In Section 37 of this Act which sets out the procedure for carrying out the enumeration of electors, it is provided that the names of a married woman or widow shall be prefixed by the abbreviation 'Mrs.' and registered under the surname of her husband. Her own Christian name can appear if she so desires. Where a married woman's name is registered below her husband's name, no occupation can be given for her. This Section also provides that a woman who is divorced or living apart from her husband shall be enumerated under whatever name and surname she is known by in the polling division. The name of an unmarried woman is required to be prefixed with the abbreviation 'Miss.' This problem can be remedied by a simple repeal of the offending provisions.

Female Prisoners' Maintenance Act, R.S.N.S. 1967, Ch. 103

This Act makes special provisions for the maintenance of female persons over the age of sixteen years who have been sentenced to reformatory institutions. The Act should be repealed.

Guardianship Act, R.S.N.S. 1967, Ch. 121

Section 2 of this Act allows the Court of Probate to appoint the father of an infant to be its guardian. Section 3 allows the father of any infant, or if the father is dead, the mother, to appoint a guardian of an infant. Section 4 makes the mother of an infant its guardian upon the death of the father, but if the father has appointed a guardian, the mother becomes guardian jointly with the person appointed by the father. The Act should be amended to allow the Court of Probate to appoint a parent of an infant to be guardian of its estate, and also to allow for the parents of an infant or the survivor of them if one of them is dead to appoint a guardian of the infant. Additionally, the surviving parent of an infant should be its guardian either solely or jointly with any guardian appointed by the deceased parent.

Industrial Safety Act, R.S.N.S. 1967, Ch. 141

Section 1(h) defines 'young girl' to mean a girl who has attained the age of fourteen years but has not attained the age of sixteen years. Section 1(i) defines 'youth' to mean a male person in the same age category. The regulations passed under the Act make special provision for the 'protection' of young girls and females. The definition of 'young girl' should be repealed, and the definition of 'youth' should be amended to mean a person who has attained the age of fourteen years but has not attained the age of sixteen years. The regulations should be similarly amended.

Inebriates' Guardianship Act, R.S.N.S. 1967, Ch. 144

Section 11 of the Act says that the son, if of the age of twenty-one years, of any person interdicted may be appointed guardian of such person. This Section should be amended to allow any relative or friend of the person being interdicted or any other party who consents to act as guardian to be appointed guardian.

Interpretation Act, R.S.N.S. 1967, Ch. 151

Section 18(h) states that words importing male persons include female persons and corporations. The word 'person' in Section 6(1) (s) is not defined to mean only males and therefore Section 18(h) is redundant.

Labour Standards Code, Stats. N.S. 1972, Ch. 10

Section 15(1) of this Act requires that at least one member of the Labour Standards Tribunal (Nova Scotia) be a woman. This provision should be repealed.

Section 48(2) (a) of the Act allows for the making of regulations applying the minimum wage to employees or a group, class or sex of employees, etc. The reference to sex in this section should be repealed.

Section 56(1) protects pregnant women from dismissal from their work but allows an employer to require an employee to commence a leave of absence at the time when the duties 'of her position cannot reasonably be performed by a pregnant woman or the performance of the employee's work is materially affected by the pregnancy.' The Act sets out no tests to be applied in such situations. The Act should be amended to require a medical examination in such circumstances and a doctor's

certificate stating that the woman should not be working at the particular job in her present condition before an employer can require her to commence a leave of absence.

Regulations under the Code exempt domestic workers. For a discussion of the implications of this and other provisions of the Code, please see the Chapter on 'Work Outside the Home.'

Mechanic's Lien Act, R.S.N.S. 1967, Ch. 178

Section 6 of this Act states that where a married woman with the privity and consent of her husband has work or service done or materials furnished in respect of land which she owns, her husband is deemed to act for himself and therefore to bind his own interest. This Section seems to be contrary to the spirit of the *Married Women's Property Act* and should be repealed.

Metalliferous Mines and Quarries Regulation Act, R.S.N.S. 1967, Ch. 183

Section 4(1) forbids the employment of any male persons under sixteen years of age in or about a mine and also forbids the employment of any male person under eighteen years of age underground in any mine. Section 4(2) forbids the employment of any female person at any mine except 'on the surface in a technical, clerical or domestic capacity or such other capacity as requires the exercise of normal feminine skill or dexterity but does not involve strenous physical effort.' This latter subsection should be repealed and Section 4(1) should be amended so that no person under the age of sixteen years shall be employed in or about any mine and no person under the age of eighteen years shall be employed underground in any mine.

Municipal Act, R.S.N.S. 1967, Ch. 192

Section 14(4) states that no person is disqualified from voting or being elected or appointed to any office by reason only of being female. This subsection should be repealed.

Municipal Franchise Act, R.S.N.S. 1967, Ch. 198

Section 23(e) contains provisions similar to those in the *Elections Act* previously referred to. This subsection should be repealed.

Municipal Mental Hospitals Act, R.S.N.S. 1967, Ch. 202

Section 35(2) of this Act provides that two of the five people being appointed to the Board of a Hospital shall be women. This provision should be repealed.

Notaries and Commissioners Act, R.S.N.S. 1967, Ch. 208

Section 1 of this Act authorizes the Governor in Council to 'appoint such persons (males or females) . . . to be notaries public for Nova Scotia.' Section 5 authorizes the Governor in Council to empower 'such persons (males or females) . . . to administer oaths.' The references to males and females should be repealed.

Nova Scotia Hospital Act, R.S.N.S. 1967, Ch. 210

See comments under *Public Hospitals Act*.

Partnership Act, R.S.N.S. 1967, Ch. 224

Section 4 (c) (iii) gives the impression that all partners are necessarily male and therefore the surviving spouse of a partner is a widow. This Section should be amended by changing the word 'widow' to spouse.

Police Services Act, Stats. N.S. 1969, Ch. 17

Section 7(4) allows the Attorney General to designate 'an officer or man' to be Chief Constable. The word 'member' should be substituted for the word 'man.'

Probate Act, R.S.N.S. 1967, Ch. 238

Section 20 of the Act sets out the priorities in which survivors of a deceased person are entitled to administration of the estate. Different rules are prescribed for widows and widowers. This Section should be amended so that a surviving spouse has the first right to administer an estate followed by other specified relatives, creditors and persons having causes of action against the estate.

Section 21 provides for the association of a third person with a widow in the administration of the estate. This Section should be amended to provide that any person appointed to administer an estate may have another person associated with her or him in the administration.

Section 40 provides for the omission from the inventory of an estate the wearing apparel of the widow and othe articles necessary to maintain her. These provisions should be amended to replace the word 'widow' by the words 'surviving spouse.'

Section 41(7) provides that if the provision made for the widow in Section 40 is insufficient to maintain her an allowance may be granted by the Court out of the estate. Following along the suggested changes in Section 40, Section 41(7) should be amended so that the allowance may be made for the 'surviving spouse,' not only a widow.

Section 90 refers to claim by a widow for dower. In accordance with the recommendation to repeal the *Dower Act*, this provision should also be repealed.

Section 100 of the Act provides that where the real property of a testator or intestate is to be distributed among several devisees or next of kin or among widow and devisees or next of kin and no share to be distributed is of the value of $100 or more, the property may be sold. This Section should be amended so that it refers to the shares of real property being distributed to all the persons named in a deceased's will or entitled to receive real property under the *Intestate Succession Act*.

Section 101(3) provides that where real property of a deceased man has been sold under Court Order, the proceeds of the sale are subject to an annual allowance for life to the widow in lieu of dower. This provision should also be repealed.

Public Hospitals Act, R.S.N.S. 1967, Ch. 249

This statute is not particularly discriminatory towards women except insofar as the concept of settlement as outlined in the *Settlement Act*. See comments under *Settlement Act* below.

Public Service Superannuation Act, R.S.N.S. 1967, Ch. 256

Section 14(a) of the Act empowers the Governor in Council to reduce the pension payable to a widow (or widower by virtue of Stats. N.S. 1973, Ch. 55, Section 9) if the age of the deceased employee exceeds the age of the surviving spouse by twenty years or more. This provision should be repealed.

Real Property Act, R.S.N.S. 1967, Ch. 261

Section 24(1), which deals with the validity of deeds following foreclosure sales, leaves the implication that all land owners would be males and their surviving spouses, therefore widows. The references to the widow should be amended to read surviving spouse.

Reformatory Act, R.S.N.S. 1967, Ch. 262

Section 6(1) states that 'a male person confined in a common jail . . . may by the direction . . . of the Minister be transferred . . . to the reformatory . . .'. The word 'male' should be repealed so that the Act applies to all persons confined in common jails, etc.

Religious Congregations and Societies Act, R. S. N. S. 1967, Ch. 268

Section 11(1) of this Act provides a means for a group not a religious society or congregation incorporated by a special Act or constituted by deed under the Act to constitute themselves a religious congregation or society. The procedure is by adoption of a declaration made 'upon the vote of two-thirds of the male members of the congregation.' The word 'male' should be repealed.

Settlement Act, Stats. N.S. 1970, Ch. 15

Section 6 of this Act provides that a married woman has the settlement of her husband if the husband has any. If the husband does not have a settlement, the wife's settlement is not affected by her marriage. This provision should be repealed.

Section 5 of this Act provides for the settlement of children. Subsection (1) gives a legitimate child the settlement of its father, unless the father has no settlement, in which case the child's settlement is that of its mother. An illegitimate child has the settlement of its mother, if the mother has any settlement. If a child has no settlement by parentage, its settlement is the place of its birth. These Sections should be amended so that the settlement of a child becomes the settlement of its parents and if the parents have different settlements, then the settlement shall be as agreed between the parents, and failing agreement by the parents as a judge may decide.

Social Assistance Act, Stats. N.S. 1970, Ch. 16

The concept of settlement previously referred to is important under the *Social Assistance Act* because it determines from which other municipal unit, if any, a municipality may recover a portion or all of the costs of assistance.

The regulations under this Act pertain almost exclusively to women, and contain many references which are discriminatory and demeaning to women. The policy of social assistance and the law based on this policy should be totally amended.

Solemnization of Marriage Act, R.S.N.S. 1967, Ch. 287

Section 17(1) of this Act requires written consents where the parties to an intended marriage are under the age of nineteen years. The consent of the father of the party is preferred to that of the mother. This Section should be amended so that the consent of both parents is required unless one of them is dead or mentally incompetent or the custody of the party has been granted to one of the parents.

Teachers' Pension Act, R.S.N.S. 1967, Ch. 301

Section 19(1) sets out the requirements for entitlement to an annual pension. The age at which females become eligible for pension is lower than that at which males become eligible for a pension. This provision should be amended so that all persons become eligible for a pension at the same age.

Testators' Family Maintenance Act, R.S.N.S. 1967, Ch. 303

Section 6(2) sets out relevant matters to be considered where it is sought to have a judge review an order previously made. The matters relevant to be considered are in the case of a daughter, the fact that she was unmarried or disabled and in the case of a son, the fact that he was a minor or disabled. This Section should be amended so that it refers to infants of the testator who are disabled or who have not reached the age of majority.

Towns Act, R.S.N.S. 1967, Ch. 309

Section 34(1) states that only ratepayers are eligible to run for the office of councillor. This precludes spouses, usually women, of ratepayers from running for municipal office. This subsection should be amended.

Section 34(3) states that the fact of being a woman does not disqualify a person from serving as a mayor or councillor. This Section is redundant and should be repealed.

Section 49 of the Act begins 'Every person, including a woman whether she is married or unmarried. . .'. The words referring to a woman and her marital status are redundant and should be repealed.

Section 110(3) begins 'any person male or female.' The words 'male or female' are redundant and should be repealed.

Section 131(5) states 'women whether married or unmarried shall be eligible for appointment to the board. . .'. This Section is redundant and should be repealed.

Vital Statistics Act, R.S.N.S. 1967, Ch. 330

Section 3 of the Act requires the registration of the birth of every child born in the province. Section 3(2) places the primary obligation to register a birth upon the mother and if she is incapable, upon the father of the child. This provision should be repealed so that the obligation is upon the parents of the child.

Section 3(3) of the Act removes any obligation otherwise imposed by the Act on the father of an illegitimate child from reporting the birth of the child. This provision should be repealed.

Section 3(5) requires the registration of the birth of a child of a married woman to be made showing the surname of the husband as the surname of the child. Section 3(6) sets out the documentation required where a married woman seeks to have particulars of the father of the child to which she has given birth noted on the Birth Certificate where the father of the child is not the person who is legally her husband. This subsection should be amended so that the parents of the child may jointly fill out the prescribed form without the necessity of Statutory Declarations and jointly decide the surname under which the child is to be registered.

A similar solution should be applied in the case of children of an unmarried mother which would require amending subsections (7) and (8) of Section 3.

Wills Act, R.S.N.S. 1967, Ch. 340

Section 4 of this Act states that any married woman may, without a husband's consent, make a will. This Section is redundant and should be repealed.

Wives' and Children's Maintenance Acts, R.S.N.S. 1967, Ch. 341

This entire Act should be redrafted so that it would provide a means for either spouse to seek maintenance from the other for himself or herself and any children of the spouses. Section 5(2) which makes adultery a bar to the receipt of maintenance under the Act should be repealed.

Workmen's Compensation Act, R.S.N.S. 1967, Ch. 343

Section 1(v) defines 'widow' and 'invalid widower' to be one and the same thing. Benefits payable under the Act should apply equally, regardless of whether the deceased was male or female, and regardless of the health or need of the surviving spouse.

Section 2(2)(e) exempts 'farm labourers or domestic or menial servants' from application of the Act. This clause should be repealed.